

25X1

25X1

MEMORANDUM FOR: AO/DCI

Reference Registry

76-1503

25X1

25X1A

Last Friday, Hank met in the Auditorium with all IC Staffers to discuss the impending move. Undoubtedly you will be feeling the reverberations from this as some seek help to find alternative employment. Without breaking any confidences, I hope you will keep me informed of problems that you become aware of so that we may move to help those who have legitimate problems and concerns.

EO/ICS

25X1A

Attachment:
Tape Transcript,
A/D/DCI/IC, 12Mar76

Date 13 March 1976

EYES ONLY

FORM 101 USE PREVIOUS EDITIONS

IC

Friday, 12 March 1976

Auditorium

Mr. E. H. Knoche (To Members of the IC Staff)

Good morning good folks. This is an awful formal podium to be talking to you from on this particular subject, but it is the best place to get the whole group together and I wanted to have a little dialogue with you, a little conversation, and try to respond to any questions you've got.

What I want to talk about is the decision which is now very clear, indeed, that the Community Affairs Staff, IC Staff, or whatever it's going to end up being called will relocate. There is nothing firm, precise and definite yet as to where we will relocate, whether in Rosslyn or the District of Columbia or any other option. It simply has not been worked out. There are four or five different possibilities and I wouldn't want to pre-judge which one is the one to come about.

It is still uncertain also as to the timing of such a move. The hope and expectation is that appropriate building space can be readied for us, made commodious and as comfortable as possible within about 90 days -- 3 to 4 months after the decision has been made as to the acquisition of the building. So (a) we haven't got the building acquired yet, and (b) once that decision is made, I'll keep you fully informed as we go along here. Once that acquisition takes place, then add 3 or 4 months, conceivably maybe even more, before the move takes place.

Now let me explain a little bit (I'm sure that most of you are already aware of all this), but, let me explain to you why the move is taking place. The two-hatted nature of the DCI as the head of the Agency and the head of the Community has for a good many years, as you know, led to the argument that those are two very separate functions, and that the man that heads the Community can't really be a totally objective, straightforward, honest arbitor of the Community and its problems so long as he is sort of tied down with the responsibility of running the Agency. And yet, as you know from the terms of the Executive Order the two-hatted nature of the DCI has been affirmed. He is both the head of the Community and the CIA and he has added authorities and responsibilities.

But, in keeping with the spirit of the times, the separateness of those two jobs is going to be underlined by the separation of those two functions. And so, it is bureaucratically correct and I think substantively correct that this man be permitted to try and make good on this terribly difficult challenge he's got by separating himself and operating from two distinct locations.

For the Staff which supports him in the Community affairs, the opportunity is here to eliminate some frustrations. Right now we parasite on CIA for administrative support, we parasite on CIA for budgetary support and we are sort of at the mercy of CIA in both connections. We don't have much of a built-in administrative capacity within our Staff.

Clearly, when we move to a new location we are going to need it. And, clearly as we evolve into these future arrangements we are going to have, to have our own budget, our own funding and our own ability to live the good life in support of this Director with these added responsibilities and authorities, so that some of the perennial frustrations that all of us have faced up to will be alleviated and changed for the better by the move.

The Director himself will have an office in the new quarters. I can't tell you how much time he will spend out of the day at his downtown location in the Community position but all Community arrangements and meetings of import will be held in that office facility -- that is, USIB-type meetings, CFI-type meetings, any deliberations involving the Community, its budget, resources, substantive issues and the like.

Now I know that there are an awful lot of problems and uncertainties in your hearts and minds about this, not the least of which is what happens in just the physical terms, of what happens in getting to and from work and what it is going to cost you to park your automobile. And I don't have a simple answer for you on that. It is clear that if you get into a commercial area downtown, or a commercial area in Rosslyn, that parking tabs go along with that. You know as well as I that any effort that any government agency over the years, including this one, has made to offset the cost of parking for their employees fails on legal grounds. There is no way that can legally be done. And so it involves some impact on your pocket

There is no question about that. But, I ask you to consider the fact that there are thousands and thousands of government workers who work in the STATINTL
District who have the same problem confronting them. There are
employees alone who work in Rosslyn who confront the same situation.

There can be ways of helping to alleviate this. I don't offer these as a total solution, but those of you -- depending upon where you live and what is convenient to you -- may find new opportunities for transit service -- at least there is presumably better bus service moving into the district and Rosslyn than there is to Langley. Car pooling will probably have to take on some new priority for many of you.

There is a very strict law which prevents the government in any way, shape or form from setting up a competitive transportation system to a city or municipal transit system, but there are ways of using the shuttle service out here in the morning and in the evenings to provide some transport for some people who could presumably be able to park here. But you notice that I use the words some people. I don't know how many. I can't commit the parking facilities out here. They are somewhat limited. They are for people stationed here. But we will do the very best we can to work out fair and humane practices in this regard to see what we can do to help you.

Now, I'm sure that many of you will be able to demonstrate -- I hope it is just a few of you (let me put it that way) -- some few of you -- will be able to demonstrate some real and very practical hardship that may be

imposed upon you as a result of a move at this time. I have asked Jack Blake the Deputy Director for Administration to assign one or more persons to our staff for the next several weeks or months to help us with our planning for the move; to help us think of new ways of providing our own budgetary support; and to help us develop an administrative capacity. We will use that and any other facility I can grab hold of to counsel you, to help you, and to help us work out new and as fair arrangements as possible to govern your uncertainties. Those who can demonstrate and prove a hardship we will do the very best to find different kinds of assignments to meet that kind of hardship.

But, I ask you to face up to this thing as a new opportunity for the important work that you and the rest of us are doing -- not to be whimsical about this, not to be hysterical about it; and face it with as much maturity as you can. Ask for whatever help we can give, and we will try our very best to extend it to you.

Some of you I am sure feel that one of the consequences of a move is to end up in an isolation away from the main stream or away from the culture you have grown used to here at CIA. There will be some of that but it means you've got to find and make new efforts to keep acquainted with the culture. Those of you that have to conduct liaison with other agencies and departments to get your job done will find that you have to be out on the beat even more than you are right now to do work-a-day business, that can have its advantages too.

I ask you for your cooperation. I ask you not to feed on rumors or plant rumors. I will do my very best to keep you fully informed.

STATINTL We will have periodic sessions. If you have questions; or if you hear something in the halls that tends to electrify you in some way, come to me, come to , come to go to your chiefs and supervisors in your offices and get clarification. Don't feed the same information back into the main stream. The chances are what you hear is not entirely accurate, for the simple reason, as I said earlier, that we haven't pinned down yet the precise details as to timing or the precise details as to where we go.

Another question that may be occurring to you is who's going? Is everybody in the IC Staff going? I can't even give you a precise answer to that. In general, the answer to that is yes. We may need some small kind of a representative unit to remain here at CIA Headquarters, and I will ask for space for that purpose. But, I haven't yet defined who it would be, and for what purpose it would be. And in the final analysis, we may need no such thing.

We have discussed at yesterday's meeting of the CFI a proposed reorganization of this Staff which would be designed to meet all of the responsibilities given to the Director in the Executive Order relating to the Community. We will begin now to try to define that reorganization plan in such a way as we can identify positions by grade, and by agency of origin and where we can staff them. We are going to need more people

from various agencies to get this done. We are not trying to build an empire. We are trying to get this job done within the general limits of the size of the staff now. But, we are understrength. We have been in an uncertain period for a number of months and we haven't filled positions that we have lost through attrition. We need now to get ourselves back up to strength.

For the next several weeks all of you will be aware of plans to try to identify where we need the enforcement, where we need the new positions. We will need help and there will be some uncertainties and dislocations caused by the mere fact that we are engaged in reorganization. I can't take this too far myself. I can start it on the road. I ask for your help and understanding. But I simply must reserve some ground for whoever it is that is going to be appointed to the job of Deputy for the Community. I hope that within the next few weeks that's done; because in the final analysis, the way we organize and the kind of people we have will depend upon how that deputy wants to size his tasks and get himself structured.

I have tried to address what I think are the concerns that must be troubling all of you. I would be glad to answer any questions. The floor is open. (No questions).

Thank you very much.

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
UNCLASSIFIED	CONFIDENTIAL	SECRET	
OFFICIAL ROUTING SLIP			
TO	NAME AND ADDRESS	DATE	INITIALS
1	Inspector General		
2			
3			
4			
5			
6			
	ACTION	DIRECT REPLY	PREPARE REPLY
	APPROVAL	DISPATCH	RECOMMENDATION
	COMMENT	FILE	RETURN
	CONCURRENCE	INFORMATION	SIGNATURE
Remarks: <p>I hate to add to your in-boxes with all this additional paper, but there is bound to be some malaise and uncertainty growing out of the plans to relocate the IC Staff.</p> <p>I addressed all members of the Staff on this subject this morning. The remarks were taped and are here for your background information in the event of future inquiries made of you by any of our people.</p> <p style="text-align: right;">E. H. Knoche Acting D/DCI/IC</p>			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
EHKnoche, 7E09, HQ 			3/12/76
UNCLASSIFIED	CONFIDENTIAL	SECRET	

FORM NO. 1-67

237

Use previous editions

* GPO : 1974 O - 535-857

(40)